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**From:** Feddersen, Karin [feddersen-lethe.karin@epa.gov]  
**Sent:** 11/20/2020 6:16:03 PM  
**To:** Plata, Victoria [Plata.Victoria@epa.gov]; Opalski, Dan [Opalski.Dan@epa.gov]  
**Subject:** FW: The EPA, TransClue, and Trump's "Diversity" Memo

FYI – this was the project I worked on for ~6 months and then ORD, who was providing the funding, decided to cancel.

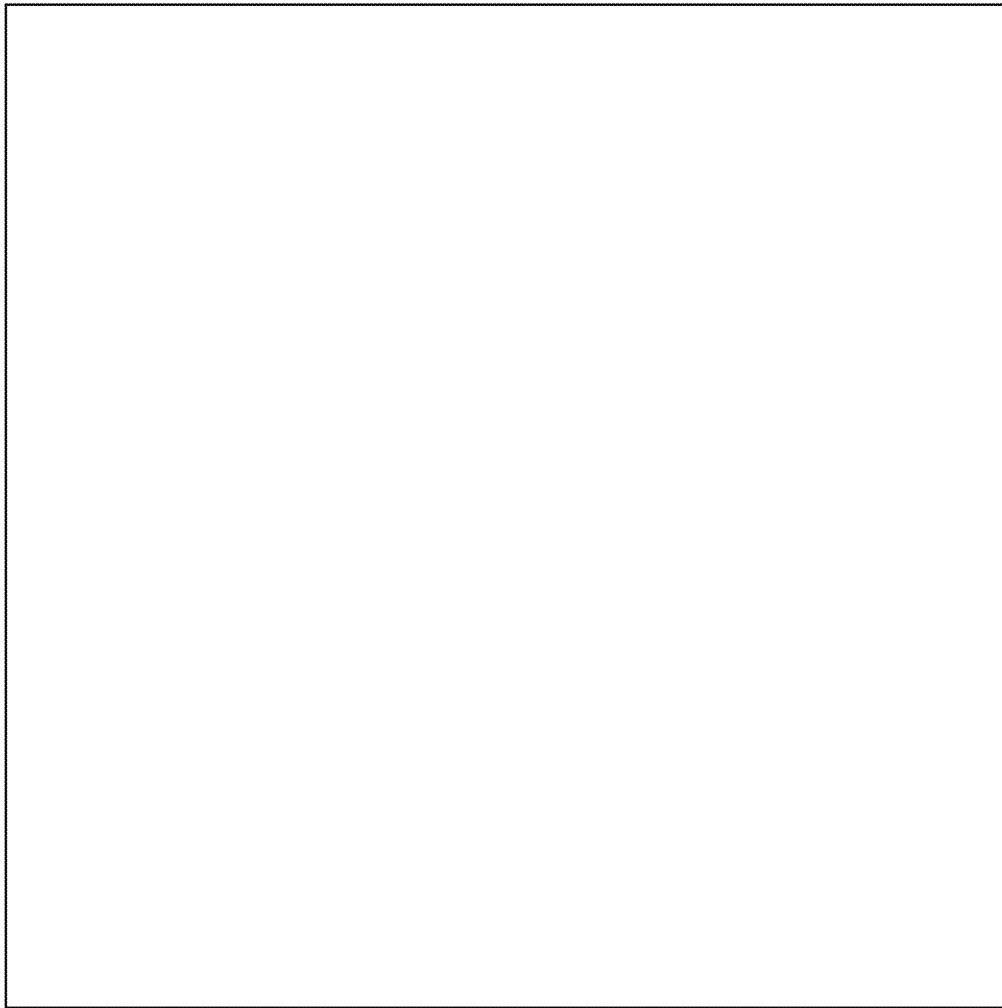
Respectfully,  
Karin Feddersen  
(206)553-2712  
Quality Assurance Team; U.S. EPA Region 10  
<https://www.mypronouns.org/she-her>



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**From:** TransClue <sch@transclue.com>  
**Sent:** Friday, November 20, 2020 5:00 AM  
**To:** Feddersen, Karin <feddersen-lethe.karin@epa.gov>  
**Subject:** The EPA, TransClue, and Trump's "Diversity" Memo

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Hi Friends,

The Coronavirus undermined many a Pride event this past June, which is the traditional Pride Month. Yet the Environmental Protection Agency -- led by a stellar LGBTQ employee affinity group -- pressed forward with TransClue to produce a virtual event in October celebrating "LGBTQ Pride and Resilience in the Age of COVID-19."

When the Trump administration issued an order banning diversity training for federal workers in the name of "anti-American propaganda." it didn't occur to me that the EPA event was at risk.

*Perversely it was canceled the day after the presidential debate in which President Trump referenced the Proud Boys. I don't cry very often, but I cried that day. It occurred to me that -- under the Trump Administration's policies -- only Proud Boys can have Pride.*

I shared this story with the African-American Policy Forum (AAPF) when it put out a call to illuminate the gag order's impact. And when it brought suit against the administration, in partnership with the NAACP Legal Defense Fund, I was honored to participate in its press conference. Kimberlé Crenshaw (she/her), head of the AAPF, responded to a reporter's question about the impact on the LGBTQ community by relating the TransClue/EPA story. I then talked about my fear of putting employees at risk by coming forward publicly as well as the gut-punch in which I realized all of our progress could be but a memory.

An intersectional lens strengthens all of us when we stand shoulder-to-shoulder in the fight for justice. Only together can we turn back the tides of repression that have grown even stronger over the past four years. I'm grateful to be in this struggle with each of you.

In solidarity,

Sterling Cruz-Herr (they/them)

Founder, TransClue

## **LINK ROUNDUP**

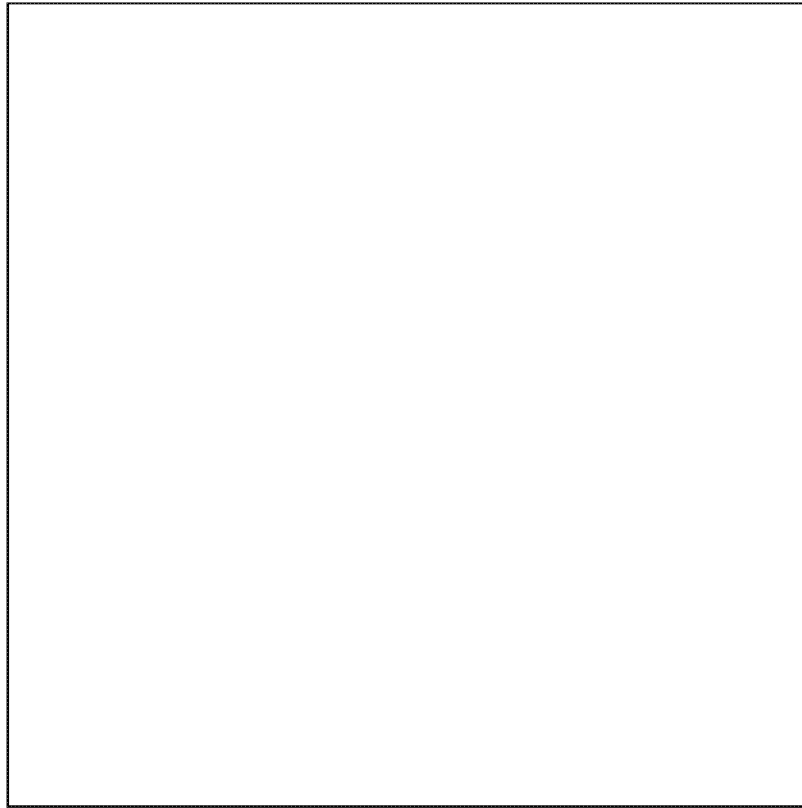
**November 20 is Trans Day of Remembrance** -- According to the Trans Murder Monitoring Project (TMM), 350 trans and gender diverse people were killed globally last year. (This TMM data is from October 1, 2019-September 30, 2020.) Their names and causes of death -- trigger warning for extreme

violence -- can be found [here](#). 2020 data demonstrate a 6% increase in deaths reported by TMM for 2019. If your organization isn't already honoring Trans Day of Remembrance, refer to this guide from [Out and Equal](#) for next year.

**User-Friendly Guide for Changing Pronouns on Social** -- TransClue client HR&A Advisors has created a [step-by-step guide to changing your pronouns in Outlook, Slack, and Zoom](#). Don't make trans folx lead the charge. Sharing this information is a great way for allies to demonstrate their commitment.

**My Favorite Novel of the Past Year Happens to Be Written by a Nonbinary Author** -- The Guardian describes Nigerian writer Akwaeke Emezi's *The Death of Vivek Oji* as a ["tender, visceral novel following a character who is both dead and alive, male and female."](#) It follows on the heels of Emezi's equally brilliant debut novel, *Freshwater*, narrated by plural protagonist personalities. I invite you to check out this [interview and essay with Emezi](#), highlighting how the term "nonbinary" contains multitudes. Then check out [the controversy that ensued](#) when the prestigious U.K.-based Women's Prize asked Emezi to provide proof of their gender after being longlisted for the honor.

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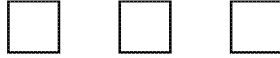
*Author Akwaeke Emezi (they/them)*

*Photo Credit: Frances F. Denny for the NY Times*

**Trans 202: What's a Seahorse?** It's a term used to refer to a trans man who, like male seahorses, carries his baby, and it's not as rare as you might think. In a lovely, new documentary, we meet Freddy McConnell, who according to the Sydney Morning Herald, is one of 228 men who delivered babies in that country over the past decade. In this article, Freddy shares 7 Things a Trans Dad Wants You to Know About Parenting, including "... if all men got pregnant, it would be taken so much more seriously."

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*Shout-outs to new TransClue clients: Philadelphia College of Osteopathic  
Medicine and the Teleos Leadership Institute*



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**Reach Sterling Cruz-Herr at:**

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